

AMENDMENT TO RESOLUTION NO. 11436

**I. COMPENSATION ADJUSTMENTS FOR MANAGEMENT
EMPLOYEES IDENTIFIED BELOW**

A. July 2019 and July 2020

A salary adjustment based on the Consumer Price Index (CPI-W) for Urban Wage Earners and Clerical Workers for San Francisco, Oakland, Hayward (Bay Area) for the October to October period will be made effective the first day of the pay period in which July 1, 2019 and July 1, 2020 occurs, providing said salary adjustment is not less than one percent (1%) and not more than three percent and one half percent (3.5%) for all Miscellaneous Classified Management and Safety Classified Management classifications.

- B. Effective the pay period containing January 13, 2020, a special adjustment will be provided, based on completion of a Total Compensation analysis for the Classified Management benchmark classifications. It will be calculated as follows: City will prepare a Total Compensation analysis for the Classified Management classifications, using the established benchmark agencies and compensation components. City will prepare a Total Compensation analysis for the Safety benchmark classifications, using the established Campbell POA benchmark agencies and management compensation components. City will calculate a special adjustment that would bring all Classified Management classifications' Total Compensation to the mean of the Total Compensation array as it exists on January 8, 2020.

Benchmarks

Building Maintenance Supervisor
City Clerk
City Engineer
Finance Manager
IT Manager
Police Captain
Senior Civil Engineer

Any special compensation adjustment for a benchmark classification will also be provided to classifications related to the benchmark as set forth below:

Building Maintenance Supervisor
Park Maintenance Supervisor
Street Maintenance Supervisor

Finance Manager
Deputy City Manager
Recreation Manager

IT Manager
Human Resources Manager

Police Captain
Support Services Manager

Senior Civil Engineer
Building Division Manager/
Building Official
PW Superintendent
Traffic Engineer

II. OTHER PROVISIONS APPLICABLE TO ALL MANAGEMENT EMPLOYEES

A. Benefit Cost Adjustments

The City will be responsible for any increase to the PERS employer contribution rate for the PERS plan.

The City will continue to provide for the current dental coverage, including an annual maximum per patient benefit of \$2,500, and orthodontia coverage with a \$2,500 per patient lifetime.

The City will provide for life insurance.

The City will provide for the Employee Assistance Program.

The City will provide for Long Term Disability Insurance. The maximum benefit is \$4,000 per month.

The City will continue to provide for Vision Service Plan (VSP) coverage which includes Progressive Lens coverage.

B. Health Insurance Benefit Program

Effective January 2020 and January 2021, the City will provide an additional \$75 per month for health insurance for classified and unclassified management employees. The maximum cash rebate of the City's contribution will be \$945 per month.

The City will continue to contract with the California Public Employees Retirement System (CalPERS) for the purpose of providing employees with medical insurance benefits.

The City's maximum monthly contribution for each eligible active employee for the purchase of medical insurance will be equal to the minimum monthly employer contribution required under the Public Employees Medical and Hospital Care Act (PEMHCA).

C. Cafeteria Plan Allowance

The City will maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include, but are not limited to, medical insurance, flexible spending accounts for out-of-pocket medical expenses and dependent care, long term disability insurance, long term care insurance, cancer insurance and life insurance benefits. The City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City-sponsored health benefits under Section B(1) of this Article. Any tax consequences resulting from City contributions to the Cafeteria Plan are the sole responsibility of the employee.

Any increase to minimum monthly employer contribution under PEMHCA will result in a corresponding decrease in the employee's Cafeteria Plan Allowance.

E. Retiree Award Program

The City will continue the existing Retiree Award Program continuing the following criteria and features as follows:

- Minimum retirement age of 50 and retired from the City of Campbell.

- Bills must be submitted to the City in January and July of each year for reimbursement for the prior six months' costs.
- Award will not exceed cost for medical and dental coverage for the retiree only (not dependents) on a reimbursement basis, as follows:
 - i. For employees who have completed at least 17 years of service with the City of Campbell, award will be a maximum of \$325 per month.
 - ii. All other provisions of the Retiree Award Program will remain unchanged.
 - iii. Employees hired on or after July 1, 2017, will not be eligible for the Retiree Award Program.

H. Administrative Leave

At the end of the calendar year, a maximum of 80 hours of administrative leave may be carried over.

I. VEBA

The City will contribute an additional \$25 per month to each Classified and UnClassified Management employee's VEBA account effective the pay period including July 1, 2019 and July 1, 2020.